

You're Not a Jerk, You're Just Avoiding the Truth

Master The Art of Saying What Matters
Without Burning Bridges



What to expect

- 👉 No fluff approach to be a more influential leader without being a jerk.
- 👉 Interactive session that is designed to be engaging and participation is encouraged.
- 👉 Nothing for sale in this session.
- 👉 At the end, I'll let you know how to get your free Emotional Reflex so that it will give you more insight into your EQ

Who the heck is Antoni?



20 years in tech

6 careers

40+ certifications

Human connection expert

Certified EQ and ICF Coach

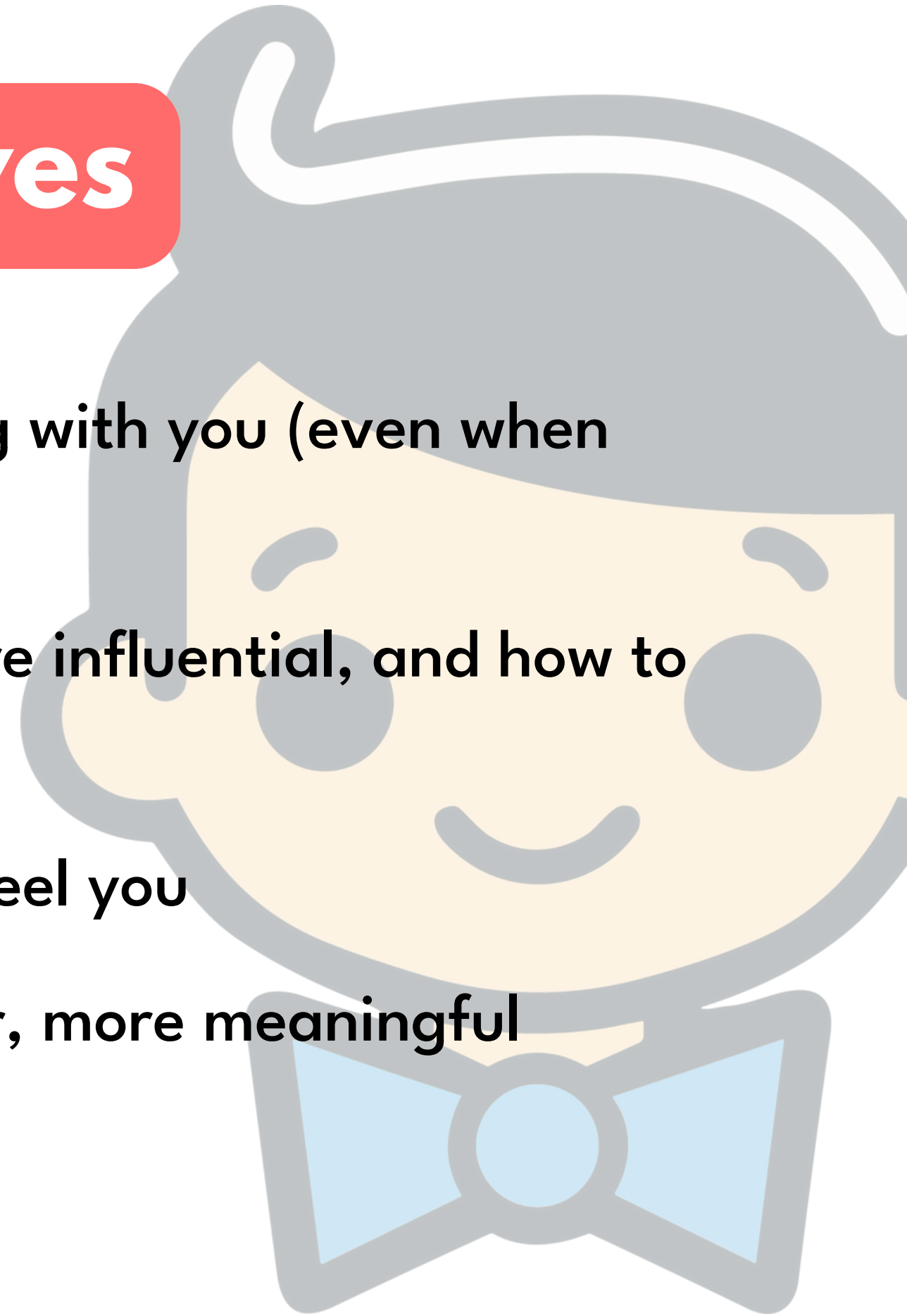
Global Keynote Speaker

Bowtie Afficionado

Pizza Connoisseur

Learning Objectives

- ✓ A real understanding of why people aren't connecting with you (even when your ideas are great)
- ✓ Clarity on what's getting in the way of you being more influential, and how to shift it
- ✓ 3 tools to speak so people don't just hear you... they feel you
- ✓ One small move you can make today to build stronger, more meaningful relationships at work



From Bowtie to Belonging



From Feeling Invisible to Feeling Connected

What That Moment Taught Me

People don't respond to perfection, they respond to presence.

Emotional intelligence is the foundation of connection.

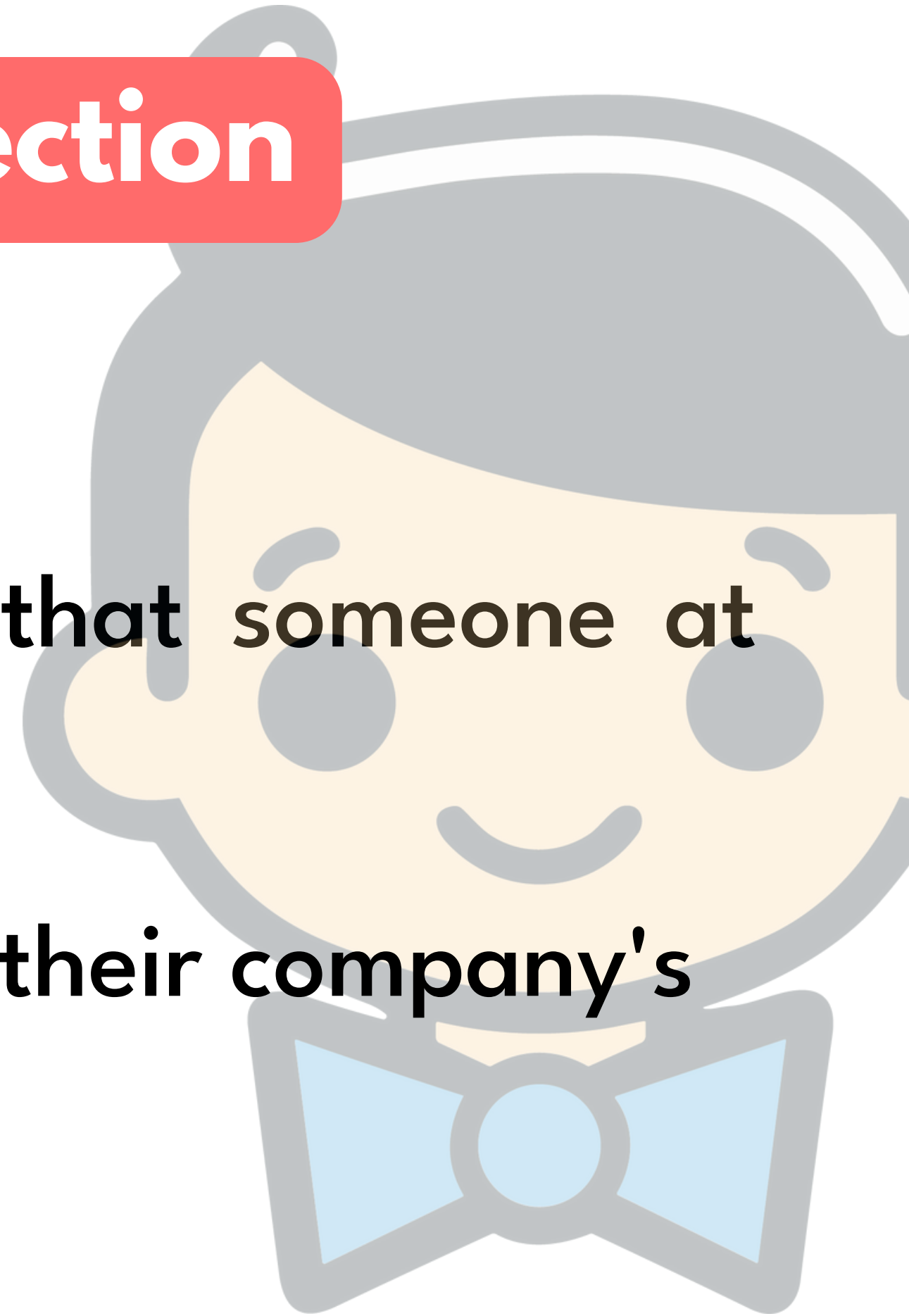


The Cost of Disconnection

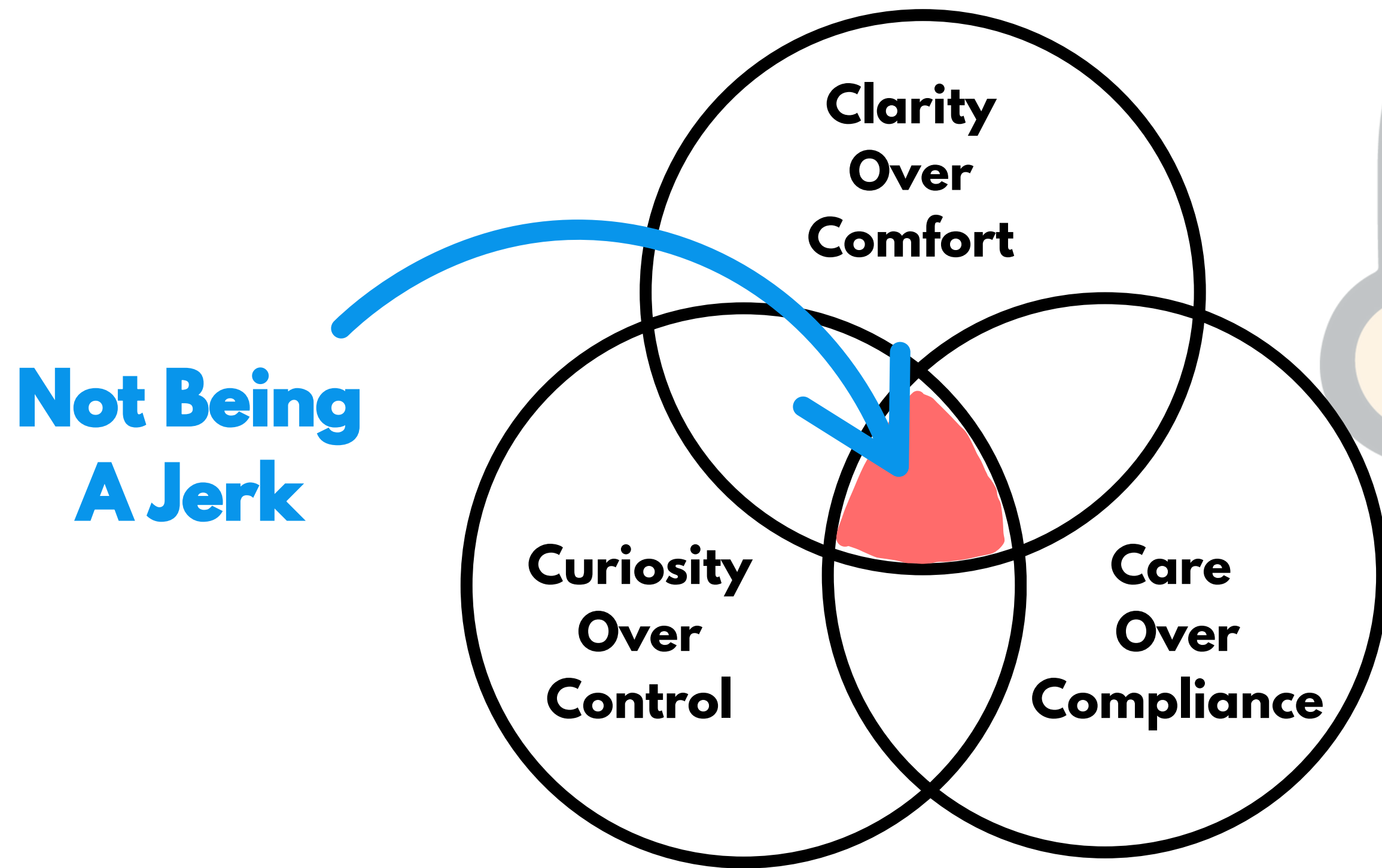
The Data

39% of employees strongly agree that someone at work cares about them as a person

30% of employees feel connected to their company's mission or purpose



The 3 Pillars of Human Connection



Pillar 1: Clarity Over Comfort

**Learn to name what matters,
even if it's awkward**

Self-awareness ➡ Recognize what you're feeling in real-time

Assertiveness ➡ Express thoughts, feelings, and beliefs in a clear and respectful way

Impulse Control ➡ Pause and choose clarity over people-pleasing



The 10-Word Truth

What's one thing you've been holding back from saying...at work or in your life?

Write it in 10 words or fewer.

Shorter forces clarity. People usually land on the real thing when they're limited in space.



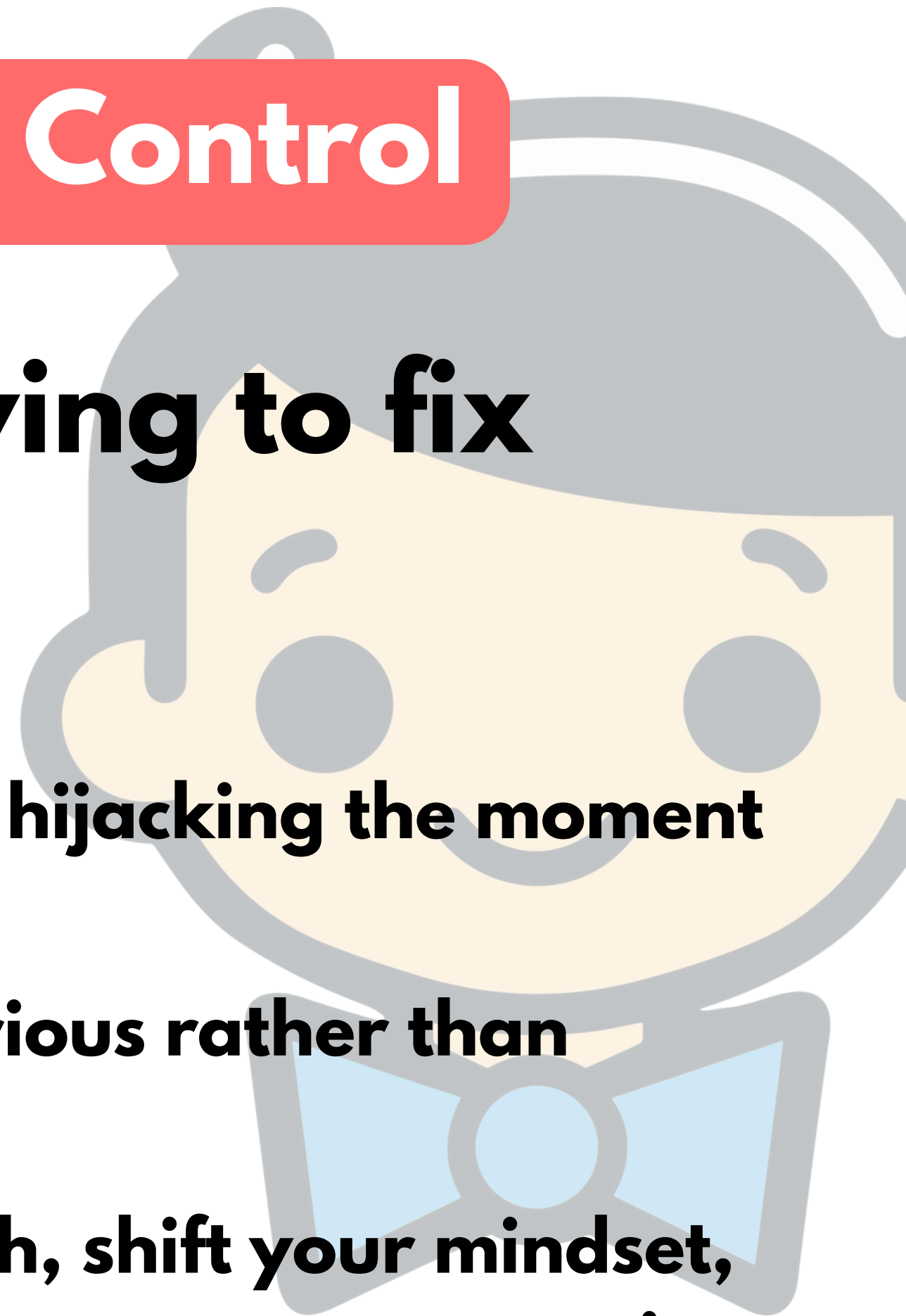
Pillar 2: Curiosity Over Control

Hold space instead of trying to fix or defend.

Empathy ➡ helps you feel with them instead of hijacking the moment to insert your own agenda

Reality Testing ➡ stay grounded, open, and curious rather than assuming, judging, or fixing

Flexibility ➡ allows you to adapt your approach, shift your mindset, and receive new information... even if it challenges your assumptions

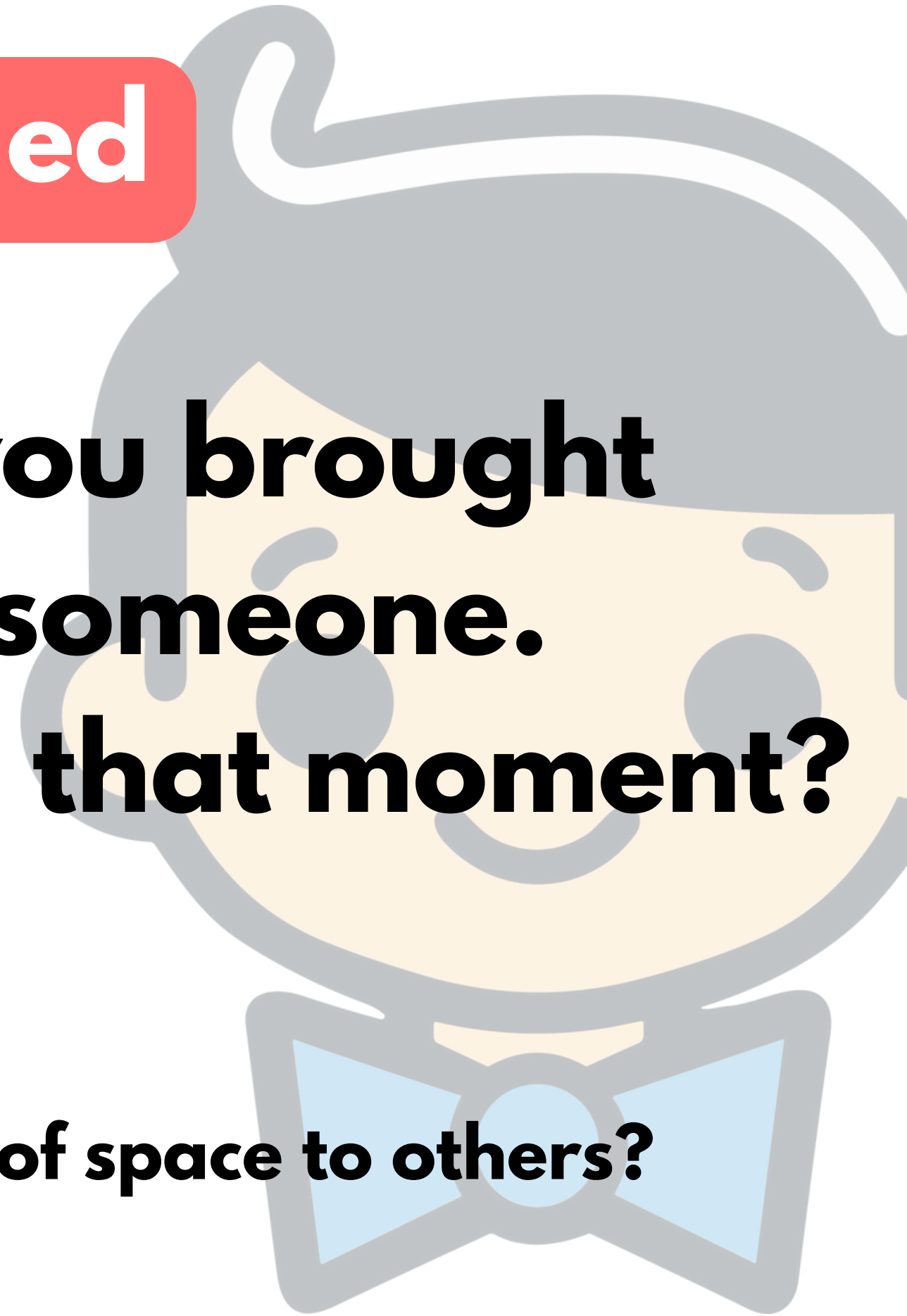


Be Who You Needed

**Think about the last time you brought something vulnerable to someone.
What did you actually need in that moment?**

Poll

Now flip it. Are you offering that same kind of space to others?



Pillar 3: Care Over Compliance

**Repair disconnection and
lead with empathy**

Interpersonal Relationships ➡ Supports your ability to nurture relationships based on openness and mutual respect

Empathy ➡ Care requires understanding another person's emotions

Social Responsibility ➡ Not just doing what's required, but doing what's right, both relationally and ethically



What's One Thing?

What's one thing I could do this week for someone else to show I care about them, without fixing or performing?

Write it in the chat

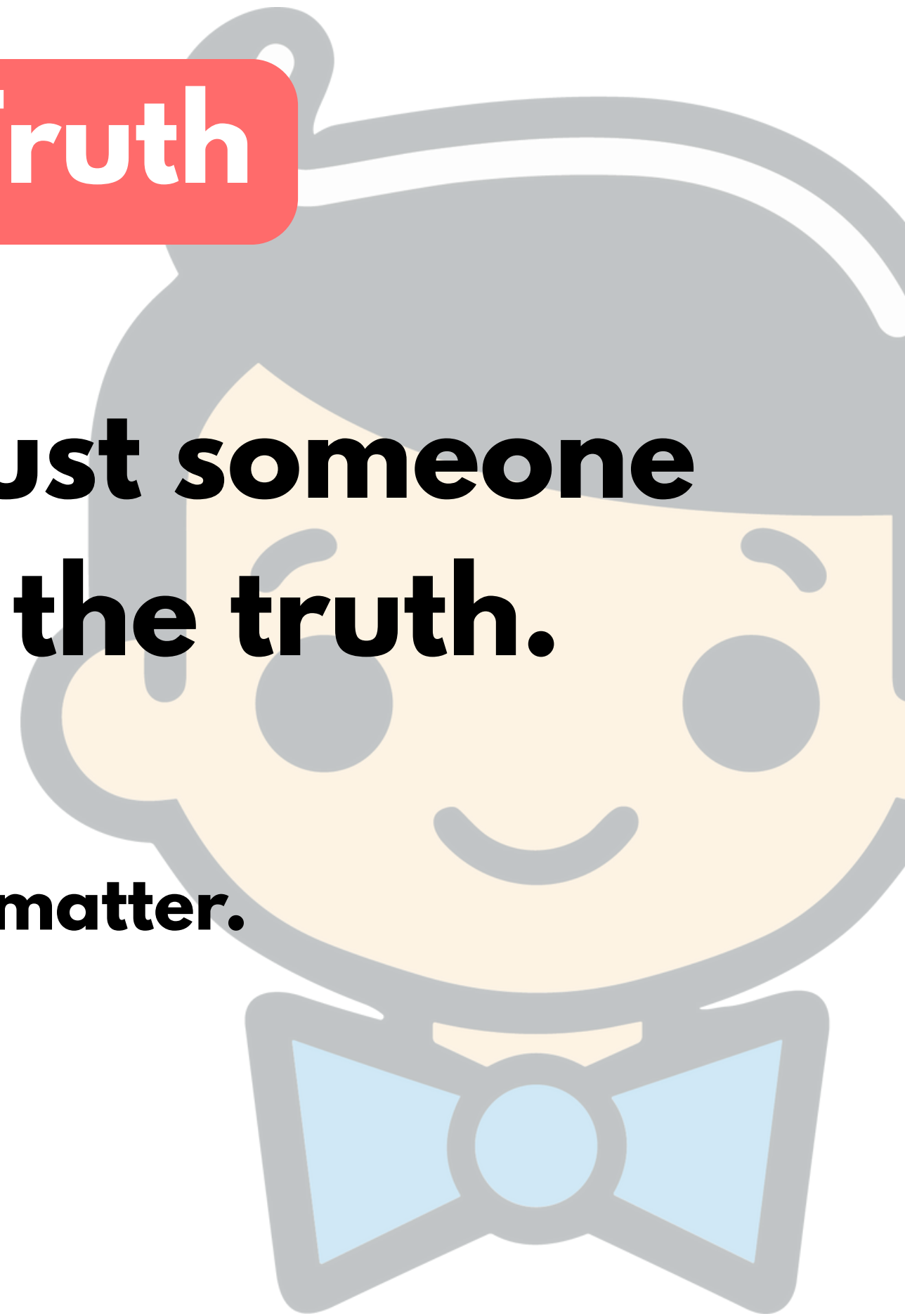
Write down something that you can commit to doing this week.



Stop Avoiding the Truth

You're not a jerk... you're just someone who cares enough to tell the truth.

Start having conversations that matter.



There are so many skills

**These are learnable skills that can
make tough conversations easier
and more effective!**

Time to apply them!



The EQ-i 2.0 Assessment

Your Leadership Blueprint

**EQ isn't something you have or don't have.
It's a skill you measure and improve.**

■ Self-Expression Composite

Emotional Expression
Constructive expression of emotions

Assertiveness
Communicating feelings, beliefs; Non-offensive

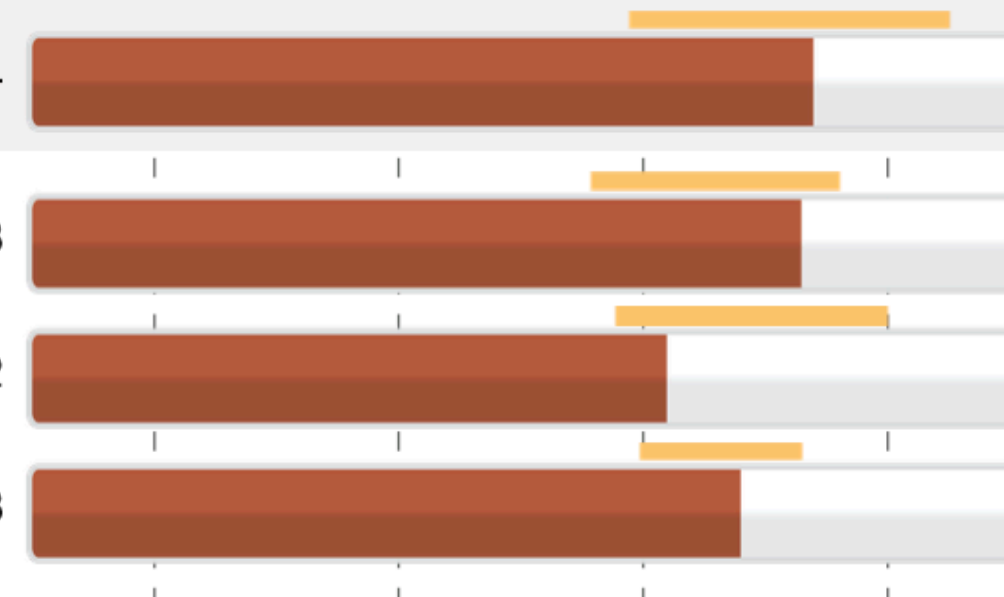
Independence
Self-directed; Free from emotional dependency

124

123

112

118



Say What Matters Without Being a Jerk

**Everyone's emotionally intelligent
until it's time to speak up.**





Get your Free Emotional Reflex

Scan this QR code



Or go to

<https://talk.ac/smilingbowtie>

and enter this code when prompted

EMOTIONAL



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